



AUSTRALIAN BUREAU OF STATISTICS

CANBERRA

**ALTERNATIVE WORKING
ARRANGEMENTS
AUSTRALIA**

SEPTEMBER TO NOVEMBER 1986

PRELIMINARY

CATALOGUE NO. 6340.0

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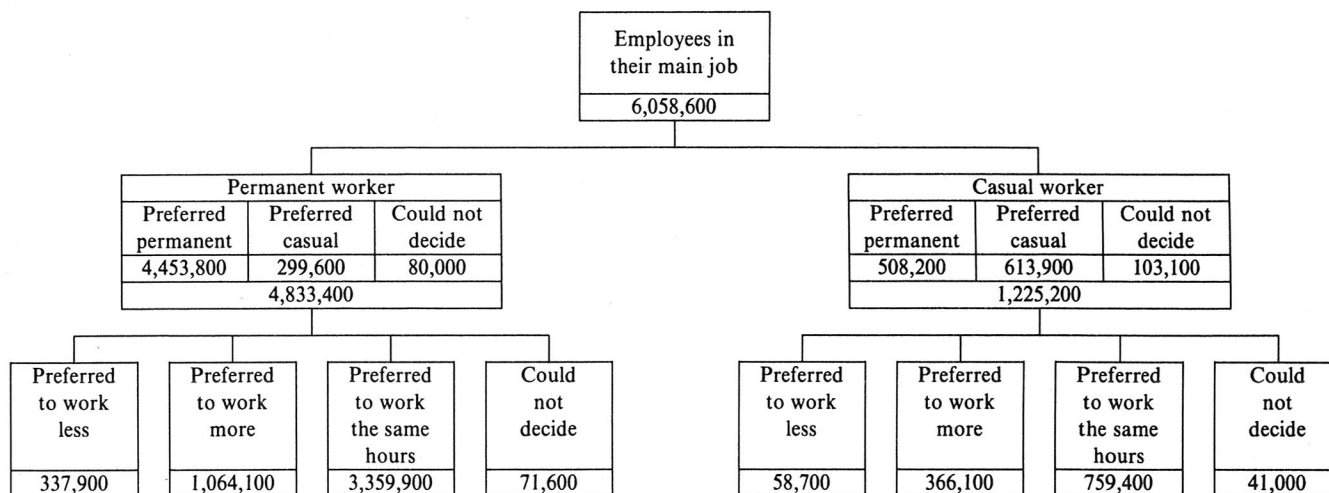
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CONTENTS

<i>Table</i>	<i>Page</i>
.. Main Features	1
.. Explanatory Notes	2
All employees in main job	
1 Summary of characteristics, preferred working hours and usual hours worked Selected classes of employees in main job	5
2 Summary of characteristics and industry of main job	6
All employees in main job	
Permanent or casual worker, usual hours worked and sex—	
3 Preferred working hours	7
4 Preference for permanent or casual work	8
5 Preferred working hours, age and sex	9
6 Usual working arrangement, preferred working arrangement and whether had some control over usual working arrangement	9
7 Whether had control and whether preferred control over starting/finishing times at work, occupation and sex	10
Full-time employees in main job aged 45 and over	
Whether a member of a retirement scheme, age and sex—	
8 Whether preferred “tapered” retirement	11
9 Type of retirement scheme	11
Persons looking for work	
10 Preference for permanent or casual work, number of weekly hours preferred, marital status and sex	12
Persons looking for work who preferred to work less than 35 hours per week	
Marital status and sex—	
11 Main reason for preferring to work less than 35 hours per week	12
12 Number of days per week preferred	12

MAIN FEATURES


During September to November 1986 there were an estimated 6,058,600 employees in Australia. Some 4,833,400 of these employees (79.8 per cent) worked in permanent employment with the remainder employed on a casual basis (20.2 per cent).

Over a four week period prior to interview an estimated 2,693,400 employees (44.5 per cent of all employees) had worked on a weekend, 729,200 (12.0 per cent) had worked a shift and 678,400 (11.2 per cent) had worked at night.

Most employees were content with their present working arrangements with 69.5 per cent of permanent employees and 62.0 per cent of casual employees preferring to work their current hours. In terms of preference for permanent work, 92.1 per cent of all permanently employed persons wanted to remain so, while 41.5 per cent of casual employees would have preferred to work on a permanent basis.

The five day week was the usual working arrangement for almost half of all employees although only one employee in every three nominated it as their preferred arrangement. The other most preferred work arrangements were the 9 day fortnight (18.7 per cent of all employees) and the 4 day week (16.7 per cent).

Of the 673,500 persons looking for work during September to November 1986, 46.3 per cent were female. While the majority of not-married females wanted full-time employment (66.2 per cent), married females generally wanted part-time work (65.4 per cent).

EXPLANATORY NOTES

Introduction

During the period September to November 1986 a survey was conducted throughout Australia to obtain information about aspects of employees' working arrangements and their preferences for any changes to them.

2. The survey was based on a multi-stage area sample of private dwellings (about 7,500 houses, flats, etc.) and non-private dwellings (hotels, motels, etc.) and covered about one-seventh of one per cent of the population in Australia. Information was obtained from the occupants of selected dwellings by carefully chosen and specially trained interviewers.

Scope

3. The survey of alternative working arrangements included all civilians aged fifteen years and over except:

- (a) certain diplomatic personnel of overseas governments, customarily excluded from census and estimated populations;
- (b) overseas visitors holidaying in Australia;
- (c) students boarding at school, some patients in hospitals and sanatoriums, and inmates of gaols, reformatories, etc.

Coverage

4. In the alternative working arrangements survey, coverage rules were applied which aimed to ensure that each person was associated with only one dwelling, and hence had only one chance of selection. The coverage rules were, necessarily, a balance between theoretical and operational considerations. Nevertheless, the chance of a person being enumerated at two separate dwellings in the survey is considered to be extremely small.

Definitions

5. Unless otherwise stated, all characteristics referenced in this publication relate to the week before the interview and, if job related, refer to *main job*.

6. *Employed persons* comprise all those aged 15 and over who usually:

- (a) worked for one hour or more per week for pay, profit, commission or payment in kind in a job or business, or on a farm; or
- (b) worked for one hour or more per week without pay in a family business or on a farm (i.e. unpaid family helpers).

Note that this is different from the definition of employed persons used in the Monthly Labour Force survey.

7. *Employees* were *employed persons* who worked:

- (a) for an employer for wages or salary; or

- (b) in their own business, either with or without employees, if that business was a limited liability company; or

- (c) without pay in a family business; or

- (d) for payment in kind.

Note that this definition is different from that used in the August supplementary surveys which regard as employees only those persons in categories (a) and (b) above.

8. For the purposes of this survey, a *permanent* worker was defined as an employee who was entitled to paid holidays or sick pay. A *casual* worker was therefore an employee who was not entitled to paid holidays or sick pay. Similar definitions applied in relation to employees' preferred mode of employment.

9. Employees who *preferred to work less* were those who, given the opportunity, would have preferred to work less hours and receive commensurately less pay. Similarly those who *preferred to work more* would have preferred to do so on the understanding that they would earn commensurately more pay, and those who *preferred to work the same number of hours* expected to continue earning the same amount of pay.

10. *Usual working arrangements*. Employees indicated which of the following best described their arrangement of working days in the week before the interview:

- (a) *Same number of days each week*. Persons in this category were then asked the number of days they worked each week and coded to that group (e.g. 5 day week);
- (b) *Same number of days each fortnight*. Persons in this category were then asked the number of days they worked each fortnight and coded to that group (e.g. 7 day fortnight);
- (c) *9 day fortnight*;
- (d) *19 day month*;
- (e) *Casual/relief work*;
- (f) *Roster/shift work*;
- (g) *Other*.

Persons in categories (e), (f) and (g) were then asked the number of days *on average* they worked each week and were coded to that group (e.g. 3 day week).

11. Employees who *had, or preferred, some control over start/finish times* (and/or usual working days arrangement) were those able, or who preferred, within limits, to choose the times (and/or days) when they worked, e.g. 'flexitime', flexible working hours.

12. Employees were classed as *on call/standby* if in any of the four weeks prior to the interview they had been on call or on standby between 7 p.m. and 7 a.m. and received an additional loading or payment.

13. *Hours on call/standby* refers to the number of hours on call or on standby between 7 p.m. and 7 a.m. in the most recent week in which the employee was on call or on standby in the four weeks prior to interview.

14. A *nightworker* was defined as an employee who, in any one of the four weeks prior to the interview, worked a total of 15 hours or more between 7 p.m. and 7 a.m. Persons *on call/standby* (see paragraph 13) for the hours described above but who did not actually work those hours were not classified as nightworkers.

15. Unless otherwise stated, characteristics of *nightworkers* relate to the most recent week in which the employee worked 15 hours or more between 7 p.m. and 7 a.m. in the four weeks prior to interview.

16. A *shiftworker* was defined as an employee who, in any one of the four weeks prior to the interview, worked a shift. For the purposes of this survey a work shift operates only at establishments where two or more distinct periods of work are performed within a 24-hour day.

17. Unless otherwise stated all characteristics of *shiftworkers* relate to the most recent week in which the employee performed shiftwork in the four weeks prior to the interview.

18. A *weekend worker* was defined as an employee who, in any one of the four weeks prior to the interview, worked on either Saturday or Sunday (or both).

19. Unless otherwise stated all characteristics of *weekend workers* relate to the most recent week in which the employee performed weekend work in the four weeks prior to the interview.

20. Employees were classed as *daytime week-day workers* if in the four weeks prior to the interview they did not work outside the hours 7 a.m. to 7 p.m., Monday to Friday.

21. A *retirement scheme* includes any superannuation or retirement benefits scheme, whether associated with the employees current job or a previous job, including employer based schemes, (whether the employer contributes or not), union based schemes and privately arranged schemes.

22. Employees who *preferred tapered retirement* wanted to work less than their current usual total working time in the period immediately preceding their retirement by working either fewer weeks per year, fewer days per week or fewer hours per day.

23. Persons *looking for work* were those who were not *employed* and who had looked for full-time or part-time work in the four weeks prior to the interview. No questions were asked about their steps to find work. This definition is therefore different from that of unemployed persons used in the Monthly Labour Force survey.

24. The *main job* was defined as the job in which most hours were usually worked. Persons who held more than one job were classified to the industry and occupation of their main job.

Results of the survey

25. This publication contains only a summary of the results of the survey. Estimates shown are preliminary and may be revised when the more detailed publication is released. Further information is available on request.

26. Results of a similar survey were published in *Alternative Working Arrangements, Australia, March to May 1982* (6341.0).

Comparability with the 1982 survey

27. In the March to May 1982 survey the population of all employees was restricted to those who usually worked 10 hours or more per week. In consequence the 1982 survey estimate of all employees was 189,200 persons less than the figure that would have been obtained with the procedure used in the present survey (which included those who usually worked for 1 hour or more per week in their main job).

28. For the 1986 survey, full-time employees were those who usually worked 35 hours or more per week in their main job. This compares with the 1982 survey which used a minimum of 30 hours per week. Similarly, for the present survey, part-time employees were those who usually worked between 1 and 34 hours per week in their main job compared with the 1982 survey where part-time employees were those who usually worked between 10 and 29 hours per week in their main job.

29. *Occupation.* The occupational classification used in Table 7 comprises the Major Groups of the Australian Standard Classification of Occupations (ASCO), which has replaced the Classification and Classified List of Occupations (CCLO) which was used in the 1982 survey. The main difference between these classifications is that ASCO occupations are classified on the basis of the level and specialisation of skill required for the satisfactory performance of primary tasks. For a more detailed explanation of ASCO see the appendix to *The Labour Force, Australia, August 1986* (6203.0).

30. To provide a link between the two classifications, a matrix has been produced and is shown in Table 41 of *The Labour Force, Australia, August 1986* (6203.0). This matrix shows the relationship between ASCO and CCLO at the broadest classification level (the Major Group). The estimates in the matrix are based on a sub-sample of respondents to the May 1986 labour force survey.

Reliability of the estimates

31. Since the estimates are based on information obtained from occupants of a sample of dwellings they are subject to sampling variability; that is they may differ by chance from those that would have been produced if all dwellings had been included in the survey. One measure of the likely difference is given by the *standard error*. There are about two chances in three that a sample estimate will differ by less than one standard error from the number that would have been obtained if all dwellings had been included in the survey, and about nineteen chances in twenty that the difference will be less than two

standard errors. Another measure of the likely difference is the relative standard error which is obtained by expressing the standard error as a percentage of the estimate.

32. A table of standard errors for estimates of numbers of employees is given below. Although this publication does not include any percentages, users may be interested in standard errors for any they may wish to calculate themselves. The reliability of an estimated percentage computed by using sample data for both numerator and denominator depends upon both the size of the numerator and the size of the denominator. The relative standard error of an estimated percentage can be approximated by the relative standard error of the numerator, which may be obtained from the table below. The relative standard error for large percentage estimates (greater than 50 per cent) will generally be lower than the relative standard error of the estimate of the numerator.

33. Some very small estimates are subject to such high relative standard errors as to detract seriously from their value for most reasonable uses. Although, in some cases, figures for these small components can be derived by subtraction, they should not be regarded as reliable. More information about this topic will be found in the final publication for this survey, to be released in the near future.

Related publications

34. Other ABS publications which may be of interest include:

The Labour Force, Australia (6203.0)—issued monthly

Alternative Working Arrangements, Australia, March to May 1982 (6341.0)

Work Patterns of Employees, Australia, November 1976 (6328.0)

Working Hours Arrangements, Australia, February to May 1981 (6338.0)

Working Hours Arrangements—Supplementary Tables, Australia, February to May 1981 (6339.0)

35. Current publications produced by the ABS are listed in the *Catalogue of Publications, Australia* (1101.0). The ABS also issues, on Tuesdays and Fridays, a *Publications Advice* (1105.0) which lists publications to be released in the next few days. The Catalogue and Publications Advice are available from any ABS office.

Symbols and other usages

* Subject to sampling variability too high for most practical uses. See paragraphs 31 to 33.

.. Not applicable

36. Because estimates have been rounded, discrepancies may occur between sums of the component items and totals.

Electronic services

37. VIATEL. Key *656# for selected current economic, social and demographic statistics.

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STANDARD ERRORS OF ESTIMATES

Size of estimate (persons)	Approximate standard error of estimate		Size of estimate (persons)	Approximate standard error of estimate	
	Persons	Per cent of estimate		Persons	Per cent of estimate
12,500	3,050	24	200,000	10,500	5.3
15,000	3,300	22	300,000	12,300	4.1
17,500	3,600	20	500,000	15,000	3.0
20,000	3,850	19	1,000,000	19,300	1.9
35,000	4,900	14	2,000,000	24,600	1.2
50,000	5,900	12	5,000,000	33,000	0.7
75,000	6,900	9.2	10,000,000	40,600	0.4
100,000	7,900	7.9			

TABLE 1. ALL EMPLOYEES IN MAIN JOB : PREFERRED WORKING HOURS, USUAL HOURS WORKED AND SUMMARY OF CHARACTERISTICS ('000)

	Usual hours worked								Total
	1-19	20-29	30-34	35	36-39	40	41-48	49 and over	
PREFERRED TO WORK LESS									
Main reason for preferring to work less—									
Personal reasons	*	*	*	*	54.6	54.8	33.4	47.0	223.0
Family reasons	*	*	*	*	21.3	35.4	14.9	19.3	116.5
Employment and other reasons	*	*	*	*	*	*	*	18.3	57.1
Preferred arrangements for working less—									
Work fewer hours a week	*	19.4	*	21.5	69.9	85.9	42.8	68.1	327.4
Work fewer hours a day	*	*	*	*	15.0	19.8	*	24.2	89.6
Work fewer days a week	*	14.1	*	15.8	54.9	66.0	30.4	43.9	237.9
Preferred number of hours per week—									
1-34	*	19.4	*	21.5	67.2	75.0	17.0	12.5	232.4
35 and over	..	..	..	..	*	*	25.9	55.6	95.0
Work fewer weeks a year	*	*	*	*	*	12.5	*	*	52.2
Could not decide	*	*	*	*	*	*	*	*	17.0
Age group—									
15-24	*	*	*	*	12.8	*	*	*	48.5
25-44	*	*	*	19.1	49.4	64.5	36.3	53.1	246.6
45-54	*	*	*	*	*	15.9	*	19.0	64.2
55 and over	*	*	*	*	*	*	*	*	37.3
Sex									
Males	*	*	*	*	33.1	36.9	32.9	59.8	178.8
Females	*	19.9	*	13.1	51.4	65.4	22.6	24.8	217.8
Total	13.4	21.3	*	25.2	84.6	102.3	55.5	84.6	396.6
PREFERRED TO WORK MORE									
Number of hours preferred—									
1-19	101.4	..	..	..	..	..	..	..	101.4
20-34	82.4	28.8	*	..	..	..	..	..	113.0
35-39	25.4	25.6	*	*	*	..	..	..	74.1
40	22.0	23.3	14.5	28.8	21.1	..	..	..	109.6
41 and over	19.1	15.3	*	31.4	280.3	349.7	194.4	131.6	1,032.1
Age group—									
15-24	120.6	39.6	*	26.7	110.8	132.3	58.9	32.5	532.7
25-44	99.9	42.2	20.4	30.6	157.3	179.7	115.1	81.1	726.4
45-54	20.5	*	*	*	31.3	29.3	16.3	13.4	127.9
55 and over	*	*	*	*	*	*	*	*	43.2
Sex									
Males	75.5	26.2	18.5	38.8	242.4	278.3	163.8	122.3	965.8
Females	174.8	66.7	20.5	24.3	66.8	71.5	30.5	*	464.3
Total	250.3	93.0	39.0	63.2	309.2	349.7	194.4	131.6	1,430.2
PREFERRED TO WORK THE SAME NUMBER OF HOURS									
Age group—									
15-24	133.8	25.3	19.3	55.0	258.4	315.0	120.6	63.1	990.6
25-44	199.8	139.4	68.2	121.1	460.8	484.7	274.4	363.2	2,111.4
45-54	54.6	41.1	24.8	39.9	166.2	142.4	77.8	110.3	657.0
55 and over	42.5	23.8	*	16.8	96.2	85.8	42.3	41.8	360.4
Sex									
Males	73.1	27.0	29.0	112.9	604.9	604.3	405.2	511.6	2,367.9
Females	357.6	202.6	94.6	119.8	376.8	423.5	109.8	66.7	1,751.4
Total	430.7	229.6	123.6	232.7	981.6	1,027.8	515.1	578.3	4,119.3
TOTAL(a)									
Age group—									
15-24	264.3	73.3	30.9	84.0	385.7	464.7	188.4	106.5	1,597.7
25-44	309.2	196.9	97.7	171.1	671.8	739.1	432.3	517.7	3,136.0
45-54	77.2	56.3	32.1	47.8	213.9	192.9	105.8	147.4	873.4
55 and over	57.2	30.5	13.8	22.2	118.5	104.2	49.4	55.8	451.5
Sex									
Males	155.1	57.3	48.9	167.5	886.9	929.6	610.8	721.3	3,577.5
Females	552.9	299.7	125.6	157.6	503.0	571.2	165.0	106.1	2,481.1
Total	708.0	357.0	174.5	325.1	1,389.9	1,500.8	775.9	827.4	6,058.6

(a) Includes persons who could not decide their preference for hours of work.

TABLE 2. SELECTED CLASSES OF EMPLOYEES IN MAIN JOB : SUMMARY OF CHARACTERISTICS(a) AND INDUSTRY ('000)

	Industry												Total	Proportion of all employees
	Agriculture, forestry, fishing and hunting	Mining	Manufacturing	Electricity, gas and water	Construction	Wholesale and retail trade	Transport and storage	Communication	Finance, property and business services	Public administration and defence	Community services	Recreation, personal and other services		
On call/standby	*	*	13.6	13.7	*	*	*	*	*	*	32.4	*	99.2	1.6
Hours on call/standby—														
1-34	*	*	*	*	*	*	*	*	*	*	15.4	*	43.1	0.7
35 and over	*	*	*	*	*	*	*	*	*	*	17.0	*	56.2	0.9
Shiftworkers	*	38.8	150.2	15.7	*	50.7	106.2	23.5	24.1	21.4	232.6	60.0	729.2	12.0
Worked double shifts	*	13.9	32.7	*	*	*	13.7	*	*	*	21.7	19.5	133.9	2.2
Did not work double shifts	*	24.8	117.5	*	*	40.6	92.5	21.6	20.2	*	210.9	40.5	595.3	9.8
Nightworkers	*	34.3	146.0	*	12.9	66.9	81.2	*	41.3	22.8	164.3	75.3	678.4	11.2
Hours worked between 7 p.m. and 7 a.m.—														
15-34	*	19.1	98.8	*	*	56.9	63.1	*	35.2	18.1	128.3	69.6	522.6	8.6
35 and over	*	15.1	47.2	*	*	*	18.2	*	*	*	36.0	*	155.8	2.6
Weekend workers	88.5	54.5	406.5	46.6	150.9	601.2	201.0	42.1	174.4	87.8	579.4	260.4	2,693.4	44.5
Hours worked last weekend worked—														
1-8	47.2	33.1	304.5	27.9	118.0	510.1	102.2	33.6	129.2	57.2	354.4	167.5	1,885.2	31.1
9-16	27.1	12.6	82.8	16.9	27.0	71.9	73.5	*	29.4	16.8	177.2	69.0	611.8	10.1
17 and over	14.2	*	19.2	*	*	19.2	25.3	*	15.9	13.7	47.8	23.8	196.3	3.2
Daytime weekday workers	45.9	21.6	498.1	82.5	128.4	487.5	109.5	86.1	348.8	272.9	472.8	88.2	2,642.3	43.6

(a) Employees who fall into more than one category are counted more than once. Hence the sum of the components will be greater than the total number of employees.

TABLE 3. ALL EMPLOYEES IN MAIN JOB : PERMANENT OR CASUAL WORKER, PREFERRED WORKING HOURS AND USUAL HOURS WORKED ('000)

	Usual hours worked								Total
	1-19	20-29	30-34	35	36-39	40	41-48	49 and over	
MALES									
Permanent worker—									
Preferred to work less	..	..	..	*	32.0	35.6	31.1	48.9	157.8
Preferred to work more	*	*	*	36.7	234.3	253.8	156.8	108.1	805.6
Preferred to work the same number of hours	*	*	18.4	106.0	592.7	561.3	386.3	441.8	2,120.5
Could not decide	*	*	*	*	*	*	*	21.2	46.0
Total	13.0	*	24.6	155.1	864.9	859.0	581.8	620.0	3,129.8
Casual worker—									
Preferred to work less	*	*	*	*	*	*	*	*	21.0
Preferred to work more	69.0	23.0	*	*	*	24.5	*	14.2	160.3
Preferred to work the same number of hours	66.9	19.3	*	*	*	42.9	18.9	69.8	247.4
Could not decide	*	*	*	*	*	*	*	*	19.0
Total	142.1	45.9	24.3	*	22.0	70.6	29.1	101.4	447.6
Total—									
Preferred to work less	*	*	*	*	33.1	36.9	32.9	59.8	178.8
Preferred to work more	75.5	26.2	18.5	38.8	242.4	278.3	163.8	122.3	965.8
Preferred to work the same number of hours	73.1	27.0	29.0	112.9	604.9	604.3	405.2	511.6	2,367.9
Could not decide	*	*	*	*	*	*	*	27.7	65.0
Total	155.1	57.3	48.9	167.5	886.9	929.6	610.8	721.3	3,577.5
FEMALES									
Permanent worker—									
Preferred to work less	*	13.5	*	*	47.9	59.8	18.6	21.0	180.1
Preferred to work more	32.5	29.1	*	20.8	63.1	64.6	28.8	*	258.5
Preferred to work the same number of hours	72.1	97.7	56.2	101.8	355.7	401.4	100.5	54.2	1,239.4
Could not decide	*	*	*	*	*	*	*	*	25.6
Total	108.3	143.4	75.6	133.2	473.3	534.5	149.3	86.0	1,703.6
Casual worker—									
Preferred to work less	*	*	*	*	*	*	*	*	37.7
Preferred to work more	142.3	37.6	*	*	*	*	*	*	205.8
Preferred to work the same number of hours	285.5	104.9	38.4	18.0	21.1	22.2	*	12.6	512.0
Could not decide	*	*	*	*	*	*	*	*	22.0
Total	444.6	156.2	50.0	24.5	29.7	36.8	15.7	20.1	777.6
Total—									
Preferred to work less	*	19.9	*	13.1	51.4	65.4	22.6	24.8	217.8
Preferred to work more	174.8	66.7	20.5	24.3	66.8	71.5	30.5	*	464.3
Preferred to work the same number of hours	357.6	202.6	94.6	119.8	376.8	423.5	109.8	66.7	1,751.4
Could not decide	*	*	*	*	*	*	*	*	47.6
Total	552.9	299.7	125.6	157.6	503.0	571.2	165.0	106.1	2,481.1
PERSONS									
Permanent worker—									
Preferred to work less	*	13.5	*	20.5	79.9	95.4	49.7	69.8	337.9
Preferred to work more	38.9	32.3	18.0	57.5	297.4	318.4	185.6	115.8	1,064.1
Preferred to work the same number of hours	78.3	105.4	74.6	207.7	948.4	962.7	486.8	496.0	3,359.9
Could not decide	*	*	*	*	*	16.8	*	24.3	71.6
Total	121.3	154.9	100.2	288.3	1,338.2	1,393.5	731.1	706.0	4,833.4
Casual worker—									
Preferred to work less	*	*	*	*	*	*	*	14.7	58.7
Preferred to work more	211.3	60.7	21.0	*	*	31.3	*	15.7	366.1
Preferred to work the same number of hours	352.4	124.2	49.0	24.9	33.3	65.1	28.3	82.4	759.4
Could not decide	*	*	*	*	*	*	*	*	41.0
Total	586.7	202.1	74.3	36.8	51.7	107.3	44.8	121.5	1,225.2
Total—									
Preferred to work less	13.4	21.3	*	25.2	84.6	102.3	55.5	84.6	396.6
Preferred to work more	250.3	93.0	39.0	63.2	309.2	349.7	194.4	131.6	1,430.2
Preferred to work the same number of hours	430.7	229.6	123.6	232.7	981.6	1,027.8	515.1	578.3	4,119.3
Could not decide	13.6	13.2	*	*	14.5	21.0	*	33.0	112.5
Total	708.0	357.0	174.5	325.1	1,389.9	1,500.8	775.9	827.4	6,058.6

TABLE 4. ALL EMPLOYEES IN MAIN JOB : PERMANENT OR CASUAL WORKER, PREFERENCE FOR PERMANENT OR CASUAL WORK AND USUAL HOURS WORKED (' 000)

	<i>Usual hours worked</i>								<i>Total</i>
	<i>1-19</i>	<i>20-29</i>	<i>30-34</i>	<i>35</i>	<i>36-39</i>	<i>40</i>	<i>41-48</i>	<i>49 and over</i>	
MALES									
Permanent worker—									
Preferred permanent work	*	*	21.5	148.0	826.0	802.5	546.6	559.3	2,920.3
Preferred casual work	*	*	*	*	28.3	45.6	28.4	38.3	155.9
Could not decide	*	*	*	*	*	*	*	22.4	53.6
Total	13.0	*	24.6	155.1	864.9	859.0	581.8	620.0	3,129.8
Casual worker—									
Preferred permanent work	53.5	19.4	*	*	15.3	43.1	17.0	51.8	218.8
Preferred casual work	77.3	21.8	*	*	*	21.8	*	28.9	178.9
Could not decide	*	*	*	*	*	*	*	20.6	50.0
Total	142.1	45.9	24.3	*	22.0	70.6	29.1	101.4	447.6
Total—									
Preferred permanent work	61.3	27.9	33.7	154.6	841.3	845.6	563.5	611.2	3,139.1
Preferred casual work	82.2	24.7	12.7	*	34.7	67.4	37.7	67.2	334.8
Could not decide	*	*	*	*	*	16.5	*	43.0	103.6
Total	155.1	57.3	48.9	167.5	886.9	929.6	610.8	721.3	3,577.5
FEMALES									
Permanent worker—									
Preferred permanent work	71.5	115.3	63.9	122.0	446.6	500.0	137.4	76.9	1,533.5
Preferred casual work	33.8	22.9	*	*	23.0	29.8	*	*	143.7
Could not decide	*	*	*	*	*	*	*	*	26.4
Total	108.3	143.4	75.6	133.2	473.3	534.5	149.3	86.0	1,703.6
Casual worker—									
Preferred permanent work	137.2	57.5	25.3	*	21.8	17.5	*	12.6	289.5
Preferred casual work	287.3	87.2	22.8	*	*	*	*	*	435.0
Could not decide	20.2	*	*	*	*	*	*	*	53.1
Total	444.6	156.2	50.0	24.5	29.7	36.8	15.7	20.1	777.6
Total—									
Preferred permanent work	208.7	172.8	89.1	133.0	468.4	517.5	144.0	89.5	1,823.0
Preferred casual work	321.1	110.1	31.0	17.8	29.8	41.9	14.2	12.8	578.7
Could not decide	23.2	16.8	*	*	*	*	*	*	79.5
Total	552.9	299.7	125.6	157.6	503.0	571.2	165.0	106.1	2,481.1
PERSONS									
Permanent worker—									
Preferred permanent work	79.3	123.8	85.4	269.9	1,272.6	1,302.5	683.9	636.2	4,453.8
Preferred casual work	38.6	25.8	*	14.4	51.3	75.4	37.8	45.7	299.6
Could not decide	*	*	*	*	14.2	15.6	*	24.0	80.0
Total	121.3	154.9	100.2	288.3	1,338.2	1,393.5	731.1	706.0	4,833.4
Casual worker—									
Preferred permanent work	190.6	76.9	37.4	17.7	37.1	60.6	23.6	64.4	508.2
Preferred casual work	364.6	108.9	33.1	*	13.2	34.0	14.0	34.3	613.9
Could not decide	31.5	16.2	*	*	*	12.8	*	22.8	103.1
Total	586.7	202.1	74.3	36.8	51.7	107.3	44.8	121.5	1,225.2
Total—									
Preferred permanent work	269.9	200.7	122.9	287.6	1,309.7	1,363.1	707.5	700.6	4,962.1
Preferred casual work	403.2	134.8	43.6	26.1	64.5	109.4	51.9	80.0	913.5
Could not decide	34.8	21.5	*	*	15.6	28.4	16.5	46.8	183.1
Total	708.0	357.0	174.5	325.1	1,389.9	1,500.8	775.9	827.4	6,058.6

TABLE 5. ALL EMPLOYEES IN MAIN JOB: AGE AND PREFERRED WORKING HOURS ('000)

	Age group							Total
	15-19	20-24	25-34	35-44	45-54	55-59	60 and over	
Males—								
Preferred to work less	*	13.9	54.4	53.3	30.2	*	*	178.8
Preferred to work more	134.9	196.5	308.7	199.9	89.6	25.0	*	965.8
Preferred to work the same number of hours	190.5	294.3	628.8	594.4	400.9	160.9	98.0	2,367.9
Could not decide	*	*	18.0	*	14.8	*	*	65.0
Total	338.1	511.0	1,010.0	859.9	535.4	201.6	121.5	3,577.5
Females—								
Preferred to work less	*	19.4	74.2	64.7	34.0	13.7	*	217.8
Preferred to work more	102.9	98.4	129.0	88.8	38.4	*	*	464.3
Preferred to work the same number of hours	218.8	286.9	480.6	407.5	256.1	73.4	28.0	1,751.4
Could not decide	*	*	*	*	*	*	*	47.6
Total	338.0	410.7	693.4	572.7	338.0	93.7	34.6	2,481.1
Persons—								
Preferred to work less	15.2	33.4	128.6	118.0	64.2	25.0	*	396.6
Preferred to work more	237.8	294.9	437.7	288.7	127.9	30.2	13.0	1,430.2
Preferred to work the same number of hours	409.3	581.2	1,109.5	1,001.9	657.0	234.3	126.1	4,119.3
Could not decide	13.9	*	27.6	24.0	24.3	*	*	112.5
Total	676.1	921.6	1,703.4	1,432.6	873.4	295.4	156.2	6,058.6

TABLE 6. ALL EMPLOYEES IN MAIN JOB: USUAL WORKING ARRANGEMENT, PREFERRED WORKING ARRANGEMENT AND WHETHER HAD SOME CONTROL OVER USUAL WORKING ARRANGEMENT ('000)

Usual working arrangement (a)	Preferred working arrangement						Total
	Less than 4 days a week	4-day week	5-day week	9-day fortnight	19-day month	Other/no preference	
HAD SOME CONTROL OVER USUAL WORKING ARRANGEMENT							
2-day week	86.0	*	*	*	*	25.5	120.7
3-day week	88.1	*	*	*	*	15.4	119.2
4-day week	17.7	47.4	*	*	*	*	82.5
5-day week	26.2	70.0	205.9	50.5	12.5	60.3	425.4
6-day week	12.6	17.1	82.8	21.3	*	99.7	239.7
7-day week	*	*	27.2	*	*	61.6	101.7
9-day fortnight	*	27.0	*	60.4	*	*	100.5
10-day fortnight	*	14.8	14.6	*	*	*	48.6
19-day month	*	23.1	15.4	35.0	41.8	*	123.4
Other	56.8	*	*	*	*	25.4	94.3
Total	300.1	220.1	373.0	186.4	67.7	308.9	1,456.1
HAD NO CONTROL OVER USUAL WORKING ARRANGEMENT							
2-day week	110.5	*	*	*	*	25.5	149.0
3-day week	65.2	14.9	17.1	*	*	16.9	117.0
4-day week	17.6	71.7	20.1	*	*	31.4	148.5
5-day week	84.5	476.0	1,189.3	517.6	113.8	169.5	2,550.8
6-day week	14.0	43.8	146.5	48.2	*	115.1	374.8
7-day week	*	*	20.0	*	*	35.0	73.8
9-day fortnight	12.5	61.3	26.2	193.9	*	13.6	313.1
10-day fortnight	*	20.4	64.7	25.8	*	13.0	141.7
19-day month	20.6	80.8	108.8	140.2	195.6	27.4	573.0
Other	80.0	*	25.5	*	*	39.2	160.8
Total	417.3	793.7	1,623.8	946.0	335.1	486.7	4,602.5
TOTAL							
2-day week	196.5	*	*	*	*	51.0	269.7
3-day week	153.3	23.7	21.4	*	*	32.4	236.2
4-day week	35.4	119.0	27.7	*	*	40.8	231.0
5-day week	110.7	546.0	1,395.2	568.1	126.3	229.8	2,976.2
6-day week	26.6	61.0	229.3	69.5	13.4	214.9	614.6
7-day week	*	14.3	47.2	*	*	96.6	175.5
9-day fortnight	16.9	88.3	31.5	254.3	*	17.2	413.7
10-day fortnight	*	35.2	79.2	37.1	12.8	17.1	190.3
19-day month	24.9	103.9	124.3	175.1	237.0	31.2	696.4
Other	136.8	*	29.6	*	*	64.6	255.1
Total	717.4	1,013.7	1,996.8	1,132.4	402.8	795.5	6,058.6

(a) Estimates for 2,3,4 and 6 day week categories include a small number of persons whose usual arrangements were 4,6,8 and 12 day fortnights respectively.

TABLE 7. ALL EMPLOYEES IN MAIN JOB: CONTROL OVER STARTING/FINISHING TIMES AT WORK AND OCCUPATION ('000)

	Occupation								Total
	Managers and administrators	Professionals	Para-professionals	Tradespersons	Clerks	Salespersons and personal service workers	Plant and machine operators and drivers	Labourers and related workers	
MALES									
Had some control—									
Preferred some control	249.9	241.7	104.0	148.0	147.8	104.3	43.4	76.5	1,115.4
Preferred no control	24.8	17.0	*	35.7	18.2	20.1	14.4	27.8	168.8
Could not decide	16.4	*	*	*	*	*	*	17.7	72.5
Total	291.1	267.5	120.5	191.3	172.9	130.9	60.5	122.0	1,356.7
Had no control—									
Preferred some control	34.6	98.6	65.7	244.9	70.4	75.1	111.9	171.2	872.4
Preferred no control	31.9	49.3	63.6	365.6	71.6	76.3	194.1	291.4	1,143.9
Could not decide	*	*	17.9	52.4	16.9	21.1	31.8	47.9	204.5
Total	72.6	158.2	147.2	663.0	159.0	172.5	337.8	510.6	2,220.8
Total—									
Preferred some control	284.5	340.3	169.7	392.9	218.2	179.3	155.2	247.7	1,987.8
Preferred no control	56.7	66.3	74.3	401.3	89.9	96.5	208.5	319.2	1,312.7
Could not decide	22.5	19.1	23.8	60.1	23.8	27.6	34.6	65.6	277.0
Total	363.6	425.7	267.8	854.2	331.9	303.4	398.3	632.5	3,577.5
FEMALES									
Had some control—									
Preferred some control	40.9	104.2	33.4	12.6	340.2	87.7	*	67.2	693.9
Preferred no control	*	13.4	*	*	31.8	21.4	*	*	93.5
Could not decide	*	*	*	*	23.0	*	*	*	44.2
Total	46.7	120.9	38.2	18.6	395.0	114.7	*	85.7	831.6
Had no control—									
Preferred some control	*	91.4	56.8	21.7	213.9	181.0	16.4	85.3	673.6
Preferred no control	*	74.3	47.5	45.7	202.9	213.8	54.0	191.9	837.2
Could not decide	*	17.4	*	*	26.9	43.3	*	27.9	138.8
Total	15.0	183.1	114.2	74.8	443.7	438.1	75.7	305.0	1,649.6
Total—									
Preferred some control	48.0	195.7	90.2	34.3	554.0	268.7	24.0	152.5	1,367.4
Preferred no control	*	87.7	50.8	50.9	234.7	235.2	57.9	202.3	930.7
Could not decide	*	20.7	*	*	49.9	48.9	*	35.8	183.1
Total	61.7	304.0	152.4	93.4	838.6	552.9	87.5	390.7	2,481.1
PERSONS									
Had some control—									
Preferred some control	290.8	345.9	137.4	160.6	487.9	191.9	50.9	143.7	1,809.3
Preferred no control	28.9	30.4	14.0	40.8	50.0	41.6	18.3	38.3	262.2
Could not decide	18.1	*	*	*	29.9	*	*	25.7	116.8
Total	337.8	388.4	158.7	209.8	567.9	245.7	72.3	207.7	2,188.3
Had no control—									
Preferred some control	41.7	190.1	122.5	266.6	284.3	256.1	128.2	256.5	1,546.0
Preferred no control	39.0	123.6	111.1	411.3	274.6	290.2	248.0	483.3	1,981.1
Could not decide	*	27.7	27.8	59.8	43.7	64.4	37.2	75.8	343.3
Total	87.6	341.4	261.4	737.8	602.6	610.6	413.4	815.6	3,870.3
Total—									
Preferred some control	332.5	536.0	259.9	427.2	772.3	448.0	179.2	400.2	3,355.2
Preferred no control	67.9	154.0	125.1	452.2	324.6	331.7	266.3	521.5	2,243.3
Could not decide	25.0	39.8	35.1	68.2	73.7	76.5	40.3	101.5	460.1
Total	425.3	729.8	420.1	947.6	1,170.5	856.3	485.8	1,023.2	6,058.6

TABLE 8. FULL-TIME EMPLOYEES IN MAIN JOB AGED 45 AND OVER: WHETHER A MEMBER OF A RETIREMENT SCHEME, WHETHER PREFERRED "TAPERED" RETIREMENT AND AGE
(' 000)

Age group	Member of a retirement scheme			Not a member of a retirement scheme			Total		
	Preferred 'tapered' retirement	Did not prefer 'tapered' retirement	Total	Preferred 'tapered' retirement	Did not prefer 'tapered' retirement	Total	Preferred 'tapered' retirement	Did not prefer 'tapered' retirement	Total
MALES									
45-49	53.0	167.3	220.4	24.2	37.9	62.1	77.2	205.2	282.5
50-54	30.7	151.0	181.7	14.4	37.9	52.2	45.1	188.9	234.0
55-59	19.5	118.8	138.3	13.5	35.7	49.2	33.0	154.4	187.5
60 and over	*	48.8	58.6	*	28.6	34.8	16.1	77.5	93.5
Total	113.0	486.0	599.0	58.4	140.0	198.4	171.4	626.0	797.4
FEMALES									
45-49	19.6	30.7	50.3	23.9	27.6	51.5	43.5	58.2	101.7
50-54	*	35.1	44.9	23.3	21.5	44.7	33.1	56.5	89.7
55-59	*	22.8	31.9	*	13.9	21.7	17.0	36.7	53.7
60 and over	*	*	*	*	*	*	*	*	15.5
Total	38.6	95.0	133.6	58.1	68.8	126.9	96.7	163.7	260.5
PERSONS									
45-49	72.6	198.0	270.6	48.1	65.5	113.6	120.7	263.5	384.2
50-54	40.6	186.1	226.7	37.6	59.3	96.9	78.2	245.4	323.6
55-59	28.6	141.6	170.2	21.4	49.6	70.9	50.0	191.1	241.1
60 and over	*	55.3	65.1	*	34.4	43.8	19.2	89.7	108.9
Total	151.6	581.0	732.6	116.5	208.7	325.3	268.1	789.7	1,057.9

TABLE 9. FULL-TIME EMPLOYEES IN MAIN JOB AGED 45 AND OVER: WHETHER A MEMBER OF A RETIREMENT SCHEME, TYPE OF RETIREMENT SCHEME AND AGE
(' 000)

Age group	Member of a retirement scheme			Total	Not a member of a retirement scheme	Total
	Employer contributes	Employer does not contribute	Total(a)			
		Non-Employer based				
MALES						
45-49	183.6	33.0	36.7	220.4	62.1	282.5
50-54	156.4	22.7	25.3	181.7	52.2	234.0
55-59	121.0	12.9	17.3	138.3	49.2	187.5
60 and over	53.3	*	*	58.6	34.8	93.5
Total	514.4	71.4	84.6	599.0	198.4	797.4
FEMALES						
45-49	41.8	*	*	50.3	51.5	101.7
50-54	36.2	*	*	44.9	44.7	89.7
55-59	30.6	*	*	31.9	21.7	53.7
60 and over	*	*	*	*	*	15.5
Total	113.4	14.3	20.2	133.6	126.9	260.5
PERSONS						
45-49	225.4	38.5	45.2	270.6	113.6	384.2
50-54	192.7	29.7	34.0	226.7	96.9	323.6
55-59	151.6	13.3	18.6	170.2	70.9	241.1
60 and over	58.1	*	*	65.1	43.8	108.9
Total	627.8	85.7	104.8	732.6	325.3	1,057.9

(a) Includes employer-based superannuation schemes.

TABLE 10. PERSONS LOOKING FOR WORK: PREFERENCE FOR PERMANENT OR CASUAL WORK, NUMBER OF WEEKLY HOURS PREFERRED AND MARITAL STATUS
(' 000)

	<i>Males</i>			<i>Females</i>			<i>Persons</i>		
	<i>Married</i>	<i>Not married</i>	<i>Total</i>	<i>Married</i>	<i>Not married</i>	<i>Total</i>	<i>Married</i>	<i>Not married</i>	<i>Total</i>
Preference for permanent or casual work—									
Permanent	111.1	160.8	271.9	65.6	105.3	170.9	176.7	266.1	442.8
Casual	20.6	44.8	65.5	59.7	52.1	111.7	80.3	96.9	177.2
Could not decide	*	14.6	24.5	14.3	14.8	29.1	24.1	29.5	53.5
Number of weekly hours preferred—									
1-19	*	19.4	29.4	27.3	31.5	58.8	37.3	50.9	88.2
20-34	*	*	18.8	63.8	26.7	90.5	71.2	38.2	109.4
35-39	37.1	59.5	96.6	28.3	58.1	86.4	65.4	117.6	183.0
40	76.3	117.3	193.6	18.9	54.6	73.5	95.2	171.8	267.1
41 and over	*	12.6	23.4	*	*	*	*	13.9	25.8
Total	141.5	220.3	361.8	139.5	172.1	311.7	281.1	392.4	673.5

TABLE 11. PERSONS LOOKING FOR WORK WHO PREFERRED TO WORK LESS THAN 35 HOURS: MAIN REASON FOR PREFERRED TO WORK LESS THAN 35 HOURS AND MARITAL STATUS
(' 000)

	<i>Males</i>			<i>Females</i>			<i>Persons</i>		
	<i>Married</i>	<i>Not married</i>	<i>Total</i>	<i>Married</i>	<i>Not married</i>	<i>Total</i>	<i>Married</i>	<i>Not married</i>	<i>Total</i>
Main reason for preferring to work less than 35 hours a week—									
Personal reasons	13.7	30.3	44.0	*	36.4	47.0	24.3	66.7	91.0
Family reasons	*	*	*	75.9	17.6	93.5	77.5	17.6	95.0
Total (a)	17.3	30.9	48.2	91.2	58.2	149.3	108.5	89.1	197.6

(a) Includes persons who preferred to work less than 35 hours for employment and other reasons.

TABLE 12. PERSONS LOOKING FOR WORK WHO PREFERRED TO WORK LESS THAN 35 HOURS: NUMBER OF DAYS PER WEEK PREFERRED AND MARITAL STATUS
(' 000)

	<i>Males</i>			<i>Females</i>			<i>Persons</i>		
	<i>Married</i>	<i>Not married</i>	<i>Total</i>	<i>Married</i>	<i>Not married</i>	<i>Total</i>	<i>Married</i>	<i>Not married</i>	<i>Total</i>
Number of days per week preferred—									
1-3 days	*	15.3	26.9	52.2	31.2	83.4	63.7	46.5	110.2
4 days	*	*	*	*	*	19.3	*	15.6	25.8
5 or more	*	*	*	26.0	13.8	39.7	31.1	19.8	50.9
Total (a)	17.3	30.9	48.2	91.2	58.2	149.3	108.5	89.1	197.6

(a) Includes persons who could not decide number of days preferred to work.

